

# Skills Insight ANZSCO Survey Response: Consultation Round 4

## How you intend to use the classification and data consumption tools

### How do you or your organisation intend to use the classification?

Occupation level data is the most useful to Skills Insight Jobs and Skills Council (JSC) because of our workforce planning requirements. When we approach datasets using the ANZSCO, it can be problematic to use anything above 6-digit level because of data aggregation. For example, by virtue of their extensive animal care and management responsibilities, Farriers are the only relevant occupation to Skills Insight within the unit group Metal Casting, Forging and Finishing Trades Workers, so working at the unit group level cannot facilitate data-supported insights into Farriers. Using unit group data for workforce planning would mean significantly over-counting occupational data and may entail the identification of trends at the unit group level that do not hold for Farriers. We therefore need to determine in datasets using 4-digit ANZSCO whether it is prudent to include certain unit groups (and over-count) or exclude that data altogether.

Similarly, while the occupations included in unit group Mixed Production and Aquaculture Farmers are all within Skills Insight's coverage, the occupation Aquaculture Farmer (which is almost exclusively employed within the seafood/aquaculture industry) is not logically grouped with mixed production farmers on an industry or skills basis; hence there are few, if any, circumstances in which this unit group would be a useful grouping of occupations for the purposes of assessing jobs and skills data and trends.

Awareness of higher levels of the hierarchy are useful when determining which occupations, for example, can be included on the Australian Apprenticeship Priority List (i.e. either Technician and Trade Workers or Community and Personal Service Workers).

## What is your preferred method of consuming the classification?

ABS website search: an approachable way to check the grouping, tasks and skill levels of occupations.

Excel file: supports our data work.

## Proposed changes, structure and implementation of the classification

### Will the new groupings in the draft structure impact the way you or your organisation uses the classification?

Following extensive consultation, Skills Insight submitted a stakeholder-supported response to each of the previous three rounds of ANZSCO review. Where stakeholder-recommended changes or additions have since been proposed by the ABS, stakeholders are extremely pleased because of the extra 'visibility' it will entail for key occupations and improvements in access to workforce planning data and opportunities, including eligibility for government programs and incentives associated with skills and access to labour.

Skills Insight recognises the complexity of shifting occupations in the structure because of potential impacts on the coherence of unit groups and the tracking and consistency of longitudinal data. For example, 1529 Other Livestock Farmers (all skill level 1) includes the occupation Apiarist. While bees are livestock and there is a logical reason for Apiarists to be grouped with Other Livestock Farmers, Skill Level 1 is above the level of skills and knowledge required by Apiarists to competently undertake workplace tasks. This has been acknowledged by the ABS. The Vocational Education and Training (VET) qualification *Certificate III in Beekeeping* has been determined by industry as describing the skills and knowledge required by Apiarists to competently undertake work tasks. This is not to suggest that workers require this qualification to be employed, but that industry has determined a Certificate III-level qualification describes the level of the consistent application of knowledge and skill to the standard of performance required in the workplace. Certificate III-level is commensurate with ANZSCO Skill Level 3 and/or 4. Changing the skill levels of occupations as appropriate would support data-using organisations, such as Jobs and Skills Councils, to accurately map career and educational pathways, which is incredibly important for attracting people to occupations with skills or labour shortages (e.g. through careers promotion and advice services).

Skills Insight supports submissions to ANZSCO Review Round 4 including, but not limited to, the National Farmers' Federation, Australian Pork Limited and Australian Dairy Farmers. In particular, the Skill Level 5 occupation Livestock Farm Workers nec explicitly covers workers in small/niche sectors, including deer, emu, goat and ostrich farms, but does not mention those in 'mainstream' livestock farming operations such as piggeries and dairy farms. These industry bodies are concerned about the confusion this causes, especially given their extensive evidence, including with reference to award classifications, of lower-skilled workers who undertake distinct roles at both skill levels 4 and 5. Listing relevant occupations within Livestock Farm Workers nec would reflect these workers' importance to industry operations, while still acknowledging the broader similarities between the occupations at this level.

## **Do you have any feedback on the proposed web page layout of the classification?**

The ABS have done a great job here - no additional comments.

## **Do you or your organisation have any key implementation concerns about the proposed structure?**

It would be appreciated if structure changes were supported by occupation mapping spreadsheets and tools to ensure continuity of data analysis.

## **Other information**

### **Is there any other information to help support your feedback?**

Skills Insight appreciates the ABS's dedication, engagement and willingness to debate proposed changes to the ANZSCO. As has been communicated previously, we urge the ABS to give greater credence to the relevance, currency and extensiveness of VET qualification development and Australian Qualifications Framework (AQF) level identification in determining ANZSCO occupation descriptions and skill levels. There is no claim being made that qualifications are required for people to undertake jobs (with exceptions), but that they define occupational skills standards, as advised by industry. It seems self-evident that better alignment between the ANZSCO and the National Training Register, two government-funded resources with extensive use-value, would be beneficial in various ways for Australian jobs and skills markets and strategies.

Skills Insight remains committed to working constructively with the ABS and other relevant bodies so the ANZSCO evolves in a way that accurately represents the diverse and dynamic landscape of our national labour market. We believe continued collaboration and dialogue are essential to achieving an ANZSCO that serves the needs of all Australians, and stand ready to contribute further to this important work and potential future review of the Australian and New Zealand Standard Industrial Classification (ANZSIC).